



Diversity Management News

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Mission Statement

The Diversity Office supports the laboratory's mission to do world-class science by providing a pipeline of qualified, diverse candidates; by recommending to the Director policies and procedures that ensure (1) equitable treatment and opportunities for all employees, (2) an environment free from harassment; and (3) respect for all individual differences.

What does Diversity mean? In the broadest sense, diversity refers to any mixture of items characterized by differences and similarities. Diversity is not synonymous with differences, but encompasses differences and similarities. In business, diversity often refers to people (measurable human capital: employees or customers) or organizational units (research, marketing, finance). In today's global business environment, business attitudes toward diversity are changing rapidly and business leaders support the notion that the success of organizational units is directly derived from the strength of the talent of employees.

As a world class research institution, BNL welcomes top talent from across the globe. Demographic shifts make the need for diversity initiatives imperative to keep pace with today's fiercely competitive employment market. We have developed diversity strategies that attract a broad applicant pool of top talent and foster an inclusive work environment. These strategies can be found in the annual Strategic Plan for diversity located on the BNL diversity web page at <http://www.bnl.gov/diversity/>.

As the U.S. population becomes more racially and ethnically diverse, diversity initiatives flourish in businesses. Affirmative action programs are targeted to women and minorities mainly because their representation in the general workplace in certain job titles continues to be less than their availability in the general employment market. This reality constituted what is today referred as underutilization of a specific group in the workforce or an underrepresented group in the workforce. At BNL, the Diversity Office administers a few affirmative actions programs, including the Post Doc Program that is aim at increasing the number of women and underrepresented scientists.

In the workplace, promoting diversity means much more than recruitment and hiring. It also means promoting an inclusive work environment in ways that are visible to the entire workforce. The existence of EEO/AA policies is fundamental to an effective workplace diversity management program. Sponsoring Diversity Education Awareness talks throughout the year and encouraging employees to participate in cultural sharing activities during Special Emphasis Months (i.e. Asian Pacific American Heritage Month, Women's History Month, and Disabilities Awareness Month) fosters an inclusive work environment. Offering Same-sex Domestic Partnership benefits is another example of promoting an inclusive work environment.

(Building A Diverse Workforce, National Research Council, 1997)
(The Business case for Diversity, Diversity Inc, 5th edition)

Shades of Prejudice

Every once in a while, something crosses your path that you can't ignore. A great opportunity presented itself to me when I read an article in Newsday entitled "Shades of Prejudice" (Newsday, February 20, 2006). The article contained a quiz that is designed to help you uncover your hidden biases. Taking the quiz and reading the article gave me a different view of prejudice and gave me additional insights into my own views of race relations. One of the statements that got me to thinking was made by Nick Adams regarding the phrase "color blind" that is used so often. He described the phrase as "tired and patronizing and just plain stupid." "The fact that you can see me and treat me as an individual regardless of my race is great and all, but does that mean that your rods and cones have ceased to function and you can no longer discern that my skin is darker than yours?"

Mr. Adams' comments made me realize what had been bothering me about that phrase for some time, although I hadn't been aware of it until I read the article. Valuing, appreciating and celebrating the differences between us makes the world a richer place. A gray rainbow would be pretty boring, after all, wouldn't it?

I wondered if the article would stimulate others the same way. There were lots of other thought-provoking ideas and I thought it would make a good vehicle for discussing diversity at one of my staff meetings. Our staff enjoys diversity of backgrounds, experience, personalities and, yes, gender and race. I assigned reading the article ahead of time and told the staff that we would be discussing the article at the next staff meeting. I told them that I wanted them to take the quiz but that we would not be discussing their answers. Rather, I wanted to discuss what insights or questions they got from the article. I started the discussion by sharing my own insights and asked them if any of the thoughts in the article had meaning for them too.

The discussion was really healthy. Using the article as a point of departure enabled us to present our views in a non threatening way. We shared personal views and perspectives from our backgrounds and upbringing. We had the privilege of getting some valuable views "from the inside." As a result, we grew a little closer. Certainly, discussing meaningful issues makes it easier to be more comfortable with each other when we need to discuss difficult but essential issues.

— Jim Tarpinian, ALD ESS&H

Diversity Management Steering Committee

Chair



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*Chair, Condensed
Matter Physics Dept.*



C. Creutz
Sr. Chemist



D. Lowenstein
*Dept. Chair
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S. Kendall
*Manager Diversity
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S. Ozaki
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Director*



L. Miller
Physicist - NSLS



W. Hempfling
*Director,
HR & OMC*



P. Williams
*Manager, S&H
Services*



E. Johnson
*Asst. Deputy
Chair of NSLS*



M. Healey
*Manager, Proc. &
Prop. Mgmt Div.*



C. Kao
Chair of NSLS

Charter

The Diversity Management Steering Committee reports to the Laboratory Director and advises the Diversity Manager on policies and initiatives that support the Laboratory's commitment to achieve a diverse and inclusive workforce. The Committee's role is to:

A. Formulate a diversity management strategy to achieve recruitment, retention, and development objectives for

minorities and women.

- B. Promote and encourage interdepartmental and divisional active participation in diversity initiatives developed by the Diversity Office.
- C. Review the program planning, staffing, and budget of the Diversity Office and advise on the effectiveness and prioritization of the Office's activities.

Meet a Diversity Champion



"October is Disability Awareness Month"

This year the Diversity Office sponsored an interactive display table at Health Fest. The focus of the table display was to provide information about interacting with people with disabilities and about visual impairments. Some of the information available included fact sheets about working with and supervising people with disabilities and disability etiquette, brochures on several different visual impairments, and bookmarks celebrating National Disability Employment Awareness Month. Participants could also interact with the exhibit by trying on the five different pairs of glasses available, which mimicked different visual impairments. Participants could then get a better understanding of what it would be like to live with a visual impairment. In addition to learning these valuable lessons, participants also received a tasty treat, "Diversity Jelly Beans", that reminded employees that "you can't judge a book by its cover."

Worth Reading

"Sex, Lies, and Title IX"

Federal law banning sex discrimination in schools may do as much for academics as it has for athletics....Nowhere does the language of Title IX restrict its use to athletics. In 2000, this fact led Debra R. Rolison of the U.S. Naval Research Laboratory to urge the application of Title IX to academics as well as athletics. For more information see link at <http://pubs.acs.org/email/cen/html/051806143740.html>. From Chemical & Engineering News ><http://www.cen-online.org>

"The American Institute of Physics Bulletin of Science Policy News"

No. 115: Sept. 25, 2006 – Responses to Survey of Women in Physics

A 2005 survey of women working in physics around the world found that most would choose a physics career all over again.... A majority of respondents said that they made the decision to go into a physics career during secondary school. The complete report, "Women Physicists. Speak Again" (AIP Pub. No. R-441), is available, along with other AIP reports on women in physics, on AIP's Statistical Research Center website at <http://www.aip.org/statistics/trends/gendertrends.html>

Workforce Demographics

Report of Employment 9/30/06

Schedule	Black Male	Black Female	Hispanic Male	Hispanic Female	Am Ind/ Alk Native Male	Am Ind/ Alk Native Female	Asian/ Pacific Isl Male	Asian/ Pacific Isl Female	White Male	White Female	Total Male	Total Female	TOTAL
Management	1	2	-	1	1	-	5	2	107	28	114	33	147
Scientific Staff	2	1	10	4	-	-	82	8	284	26	378	39	417
Riken Fellows	-	-	-	-	-	-	2	-	1	-	3	-	3
Research Associates, Fellows, Visiting Scientists	1	2	1	1	-	-	44	12	36	12	82	27	109
Professional	13	3	11	1	-	-	29	13	263	41	316	58	374
Information Technology	4	4	4	-	-	-	26	12	141	40	175	56	231
Admin Monthly	3	33	2	16	1	1	-	5	49	274	55	329	384
Tech Monthly	13	3	11	2	2	-	9	1	374	19	409	25	434
Tech Weekly	-	-	1	-	-	-	-	-	7	2	8	2	10
Clerical Weekly	-	6	-	3	-	-	1	1	-	19	1	29	30
Union	51	29	19	5	4	-	1	1	261	33	336	68	404
Others*	1	4	-	1	-	-	3	-	8	22	12	27	39
TOTAL	89	87	59	34	8	1	202	55	1,531	516	1,889	693	2,582

Report of Employment 9/30/05

Schedule	Black Male	Black Female	Hispanic Male	Hispanic Female	Am Ind/ Alk Native Male	Am Ind/ Alk Native Female	Asian/ Pacific Isl Male	Asian/ Pacific Isl Female	White Male	White Female	Total Male	Total Female	TOTAL
Management	1	2	-	1	-	-	7	1	105	29	113	33	146
Scientific Staff	2	1	9	3	-	-	84	9	291	27	386	40	426
Riken Fellows	-	-	-	-	-	-	1	-	1	-	2	-	2
Research Associates, Fellows, Visiting Scientists	2	2	1	2	-	-	42	13	45	7	90	24	114
Professional	10	2	11	3	-	-	31	13	272	43	324	61	385
Information Technology	5	4	4	-	-	-	24	13	141	39	174	56	230
Admin Monthly	5	27	-	17	1	1	-	5	48	272	54	322	376
Tech Monthly	14	3	12	2	2	-	8	1	400	19	436	25	461
Tech Weekly	-	-	2	-	-	-	1	-	9	4	12	4	16
Clerical Weekly	-	13	-	3	-	-	1	1	1	24	2	41	43
Union	54	28	19	5	4	-	1	1	263	30	341	64	405
Others*	3	-	1	1	-	-	3	-	8	18	15	19	34
TOTAL	96	82	59	37	7	1	203	57	1,584	512	1,949	689	2,638

* "Others" includes standby labor, trainees, and joint appointments.

BERA Hispanic Heritage Club Celebrates Hispanic Heritage Month



Juan Antonio: guitar and vocals, **Pedro Robles:** timbales and congas percussion, **Eddie Velasquez:** keyboards, **Joe Lopez:** drums, **Julio Claudio:** vocals and hand percussions, **Juan Rodriguez:** congas percussion, **Frank Tassieli:** guitar
www.milagromusic.net

Milagro

Founded in 2004 by lead guitarist and vocalist Juan Antonio, Milagro is a seven-piece band with a full percussion section. The band has performed at venues all over Long Island, playing a variety of music that spans Carlos Santana's 40-plus year career as the unique, Latin-rock musician who founded the renowned band Santana and sold more than 90 million records. Milagro will also play tunes by the famous Latino percussionist, the late Tito Puente.

On October 14, 2006, the Latin-Rock group "Milagro, brought great excitement to Berkner Hall with the music of Carlos Santana and Tito Puente. The group received a standing ovation for an outstanding performance. Proceeds from this successful fundraiser, supported in part by BNL's Music Club and Diversity Office, will go to the BERA Hispanic Heritage Club Scholarship program.

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Affinity Group Leaders

Affinity Groups (sometimes referred to as Employee Resource Groups (ERGs)) focus on the diversity goals of specific groups of employees. Affinity Groups are supported by BNL as business resources, and play a vital role in establishing a mutually beneficial relationship between staff and business partners. Each group elects an employee to serve as president for a term of office. Each year, the groups plan several cultural/diversity activities to share with employees during lunch or after work hours. A glass display case in Berkner Hall is used to showcase cultural artifacts during each Special Emphasis Month. See below for months of celebration.

We currently have six Affinity Groups:

- African American Cultural Club – February
- Asian Pacific American Heritage Association – May
- Brookhaven Women in Science (BWIS) – March
- Gay, Lesbian or Bi-sexual Employee (GLOBE) – June
- Hispanic Heritage Club – Sept - October
- Native American Heritage Club – November

November is Native American Awareness Month

See an exhibit of Wayne Boyd's Native American costume in Berkner Hall during the months of November and December. Cultural sharing is an important ingredient in creating a diverse workplace. Such displays enhance awareness of and appreciation for our diverse workforce.

Glossary

ADA: Acronym for Americans with Disabilities Act, federal civil-rights legislation that deals with discrimination in employment, public accommodations, transportations and telecommunications on the basis of disability. Spell out in full upon first sentence.

Affirmative Action: Describes concept upheld by the Supreme Court that allows universities to consider race, ethnicity and gender for admissions with goal of alleviating past inequities. Describes similar programs used by businesses and other organizations. Do not use quota system or reverse discrimination as substitute phrases except in quotes.

African American: Person of color and of African-slave descent from the United States. Hyphenate only when used as an adjective.

Alien: Used by federal government to describe a foreign-born U.S. resident who is not a citizen. Those who enter the United States legally are resident aliens and are issued alien registration cards, known as green cards because they once were green. Those who reside in the United States illegally are classified as illegal aliens. Avoid these terms outside of a legal context because many people consider them derogatory. Use either legal immigrant or legal resident instead of resident alien. Use either illegal immigrant or undocumented immigrant instead of illegal alien.

American: Describes a citizen of the United States. However, the term may also describe any citizen of North, Central or South America.

American Indian: Used by the U.S. Census Bureau as the preferred term for Native American. Although not a derogatory term, and used by some Native Americans, it is not preferred. Do not use Indian as a synonym.

American Sign Language: The most common language used by deaf people in North America. See ASL.

Arab: Person from an Arabic-speaking nation. Not a synonym for Muslim. Most Arabs are Muslim, but not all Muslim are Arab (e.g. Iranians are Persian and speak Farsi).

Asian: Describes a resident of the continent of Asia, regardless of race or ethnicity. Not a synonym for Asian American.

Asian American: Person of Asian descent from the United States. Hyphenate only when used as an adjective. Asian is not a synonym.

ASL: Acronym for American Sign Language, the most common language used by deaf people in North America.

Bilingual: Although bilingual often refers to Spanish and English, it describes fluency between any two languages.

Caucasian: Synonym for white person. Use white unless Caucasian is in a quote or title.

Disabled: Do not use the disabled. Use people with disabilities, disability community, or disability activists as alternatives.

Emerging market: A potential base of customers that is growing in numbers and viability.

Ethnicity: Classification of humans based on shared cultural heritage, such as place of birth, language, customs, etc. Do not use race as a synonym.

Gender-neutral terms: In general, use gender-neutral terms (e.g. police officer, not policeman) whenever possible, except if gender-specific terms are preferred by the person or if in a quote or title.

GLBT: Acronym for gay, lesbian, bisexual and transgender. Also LGBT. Although LGBT(s) is widely used, GLBT(s) is still preferred by most sources. Many gay activists consider GLBT and LGBT to be more inclusive than gay as an adjective. Always use gay, lesbian, bisexual and transgender on first reference.

Handicap, handicapped: Although they are not derogatory terms, avoid them when possible. Use only in legal contexts, in quotes or titles. Use disability, disabled.

Hispanic: Census 2000 and Office of Management and Budget (OMB) defined Hispanic or Latino as a person, regardless of ability to speak Spanish or Portuguese, of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish speaking culture or origin regardless of race. The terms Hispanic and Latino can be used interchangeably 90% of the time. Always capitalized.

Inclusive: Refers to a workplace in which people from a variety of races/ethnicities, genders, ages, abilities, sexual orientations and background are welcome.

Islam: Religion founded by Muhammad. Muslims are adherents of Islam. Islam and Muslim are not synonyms. An imam is a leader of prayer at a mosque, an Islamic place of worship. The two major divisions are Sunni and Shiite. Most Islamic countries have Sunni majorities, except in Iran, which has a Shiite majority.

Latino: Census 2000 and Office of Management and Budget (OMB) defined Latino or Hispanic as a person, regardless of ability to speak Spanish or Portuguese, of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish speaking culture or origin regardless of race. The terms Latino and Hispanic can be used interchangeably 90% of the time. Always capitalized.

Migrant: Although migrant can be defined as a person who migrates, the term mostly refers to farm laborers who move often to different locations to harvest seasonal crops. Do not use as a synonym for immigrant or emigrant.

Native American: Descendent of the native inhabitants of the United States, regardless of tribal affiliation. American Indian is used by U.S. Census Bureau, but Native American is preferred. Indian is not a synonym. Do not use half-blood or half-breed, derogatory terms for a Native American of mixed racial and ethnic heritage.

Negro: Once considered appropriate, this term for black people and African Americans is outdated. Do not use except when part of a title or phrase.

Oriental: Derogatory term for Asian and Asian American.

People of Color: Describes all people who are not white. Also person of color. When describing a title or geographic location, of color can be used alone (e.g. directors of color, New Yorker of color). Use specific terms (blacks, Latinos, Asian Americans) when possible.

Race: Classification of humans based on genetic characteristics, such as skin color, hair, facial features, etc. Not synonymous with ethnicity.

Short stature: Preferred term instead of little people. Do not use dwarf or midget, which are both derogatory terms.

Spanish: Describes primary language spoken in Spain and most of Latin America. Do not use as a synonym for Latino or Hispanic. Do not refer to a person as Spanish.

Spaniard – Describes a person from Spain. Do not use as a synonym for Hispanic or Latino. Always capitalized.

Wheelchair: Use wheelchair-user or person uses a wheelchair. Do not use wheelchair-bound or confined to a wheelchair. Do not use unless relevant.

White: Defined by the U.S. Census Bureau as a person of descent from the original peoples of Europe, the Middle East and North Africa.

Sources: www.eoc.gov www.dol.gov www.census.gov